

## Message Text

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43

ORIGIN IO-10

INFO OCT-01 EUR-12 ISO-00 EB-07 CAB-05 CIAE-00 COME-00

DODE-00 DOTE-00 INR-07 NSAE-00 FAA-00 INRE-00 AF-06

ARA-10 EA-10 NEA-09 L-02 SS-15 NSC-05 SSO-00 NSCE-00

ABF-01 OMB-01 TRSE-00 /101 R

DRAFTED BY IO/UN/BAPS:CPJUNK:IO/TRC:MPEHOYT:MJ

APPROVED BY IO/TRC:CJGRIP

EB/OA/AVP:JGRAVATT

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FM SECSTATE WASHDC

TO AMCONSUL MONTREAL IMMEDIATE

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FOR USREP ICAO

E.O. 11652: N/A

TAGS: PORG, AFIN, EAIR, ICAO

SUBJECT: COUNCIL MEETING 84-7 - GS SPECIAL INTERIM SALARY

ADJUSTMENT

REF: CWP'S 6131, 6139, 6143

1. DEPARTMENT ANALYSIS OF WORKING PAPERS ON SPECIAL SALARY  
ADJUSTMENT HAS REVEALED SERIOUS SHORTCOMINGS IN TREATMENT  
OF PROPOSED SALARY INCREASE. U.S. REPRESENTATIVE SHOULD BE  
GUIDED BY BELOW IN COUNCIL DISCUSSION OF AGENDA ITEM 1.

2. WE RECOGNIZE FROM THE FIGURES PRESENTED THAT THE GENERAL  
SERVICES STAFF SHOULD RECEIVE RELIEF FOR THE RECENT  
INCREASES IN THE COST OF LIVING. WE ALSO NOTE THAT THE  
STATISTICS PROVIDED IN SUPPORT THEREOF CANNOT BE RELIED  
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UPON TO PRODUCE A COMPLETELY ACCURATE CONCLUSION, AS SO

ADMITTED IN THE REPORT OF THE WORKING GROUP, AND, AS STATED BY THE SECRETARY-GENERAL, IT IS DIFFICULT TO ARRIVE AT PRECISE, MATHEMATICAL CONCLUSIONS ON THE BASIS OF THE VARIED INFORMATION. IN THIS CONTEXT WE NOTE THAT IN CONTACTING THE EMPLOYERS USED IN THE LAST GENERAL SURVEY IN 1972, INFORMATION WAS ASCERTAINED ON INCREASES GRANTED IN 1974. FOR ACCURACY, AND BETTER SUPPORT OF THE PROPOSED INCREASE, WE BELIEVE THIS INFORMATION SHOULD HAVE COVERED

INCREASES GRANTED SINCE THE LAST SURVEY IN 1972, SINCE THE ICAO STAFF HAS RECEIVED ANNUAL INCREASES SINCE THAT DATE, PARTICULARLY SINCE AS THE WORKING GROUP NOTED, INTERIM ADJUSTMENTS IN THE PAST HAVE TENDED TO BE SLIGHTLY TOO FAVORABLE.

3. WE BELIEVE UNSUPPORTED INCREASES BASED ON GENERAL CONCLUSIONS RATHER THAN ACCURATE DATA TEND, IN THE LONG RUN, TO CREATE PROBLEMS RATHER THAN RELIEVE THEM. THERE IS AN ESTABLISHED PROCEDURE FOR CALCULATING SALARY INCREASES, AND WE BELIEVE IT SHOULD BE ADHERED TO. HOWEVER, WE RECOGNIZE THE WIDE ECONOMIC FLUCTUATIONS OF THE PAST YEAR OR SO HAVE HAD A NOTABLE AFFECT ON THE STAFF SALARIES WHICH SHOULD BE COMPENSATED FOR. WE ALSO NOTE THAT THE NEXT COMPREHENSIVE SURVEY WILL BE COMPLETED AND SUBMITTED TO THE COUNCIL FOR ACTION IN JUNE, WHICH IS LESS THAN THREE MONTHS AWAY.

4. WE WOULD LIKE TO PROPOSE THAT THE COMPREHENSIVE SURVEY BE DONE IN TWO PHASES, ONE BASED ON DECEMBER 1974 SALARY RATES, OR ANY OTHER DATE DECIDED BY THE COUNCIL, AND THE OTHER BASED ON THE REGULAR DATE, APRIL 1975, WITH TWO INCREASES GRANTED RETROACTIVELY EFFECTIVE THESE DATES BASED ON THE RESPECTIVE DATA. WE BELIEVE THIS WOULD BE A MORE ACCURATE, AND JUSTIFIABLE APPROACH TO THIS PROBLEM. HOWEVER, IF THIS IS NOT ACCEPTABLE, WE CAN CONCUR WITH THE WORKING GROUP'S SUGGESTION, PROVIDED THAT, AS STATED BY THE SECRETARY-GENERAL, THIS ADJUSTMENT BE SUPERSEDED APRIL 1 BY WHATEVER NEW SCALE IS THE RESULT OF THE COMPREHENSIVE SURVEY, INCLUDING ANY DECREASES IN RATES, IF APPLICABLE.

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5. TO PRECLUDE THIS PROBLEM AGAIN DEVELOPING IN THE FUTURE, WE BELIEVE COMPLETE SURVEYS SHOULD BE MADE EVERY YEAR, AS LONG AS WE CONTINUE TO LIVE IN A STATE OF ECONOMIC FLUX. IF THE SAME EMPLOYERS WERE USED FOR 4 YEARS IN A ROW, THIS SHOULD NOT BE A MAJOR CHORE, BUT MERELY AN UPDATING ACTIVITY. INGERSOLL

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